

Bear River North Regional Council Meeting Minutes
Bridgerland Applied Technology College
Logan, Utah
Wednesday, May 11, 2005, 8:00 A.M. – 9:30 A.M.

In attendance:

Grant Bartholomew	Division of Child and Family Services
David Farnes	Pioneer Care and Rehabilitation
John Fronk	Golden Spike Equipment
Vern Gunnell	United States Air Force, BATC Cache County
John Hansen	Cache County Council Member
Jim Hooker	Hooker Appliance
Roger Jones	Bear River Association of Governments
Mike Liechty	Cache School District
Evan Maxfield (Chair)	Sales Manager - Wheatland Seed
Susan Owen	Pepperidge Farm
Lana Powell	State Farm Insurance
Dawn Skorka (Vice Chair)	Wal-Mart
Thom Smith	La-Z-Boy
Susan Thackeray	Economic Development, Box Elder County

Excused:

Paul Barnard	E.A. Miller
David Bryan	Schreiber Foods
Commissioner William Cox	County Commissioner, Rich County
Colyn Flinders	Division of Rehabilitation
Peggy Madsen	Box Elder County Employees
Chad Munns	Munns Manufacturing
Bruce Rigby	Zions Bank
Suzanne Rees	County Commissioner, Box Elder County
Scott Williams	Cache County Extension
Michelle Wilson	Life-Skill and Individual Needs Center

Department of Workforce Services Staff:

Debbie Herr	Regional Program Manager
Susan Hill	Regional Council Liaison
Gary Kennison	Program Specialist
Debbie Sparks	Logan Area Manager

The meeting was called to order at 8:00 a.m.

1. Welcome

Evan Maxfield, Regional Council Chair, welcomed all Council members, and Department of Workforce Services (D.W.S.) staff to the meeting. Evan welcomed new member Grant Bartholomew, Division of Children and Family Services, who has replaced Dean Janes. Evan mentioned that the Bear River Council has another new member Bryce Bradfield, Malt-O-Meal, who will attend the next Council meeting.

The quorum for the meeting was established with sufficient attendance of voting council members to carry all action items and motions.

Evan reported that the previous evening he had received a telephone call from DWS Deputy Director Chris Love, who indicated that Harold Hess is no longer working for DWS and is pursuing other interests in the private sector. Gaylene Pebley, Clearfield EC Manager will act as interim Regional Director.

2. Consent Calendar Action Items

Evan called for a motion to approve the minutes from the March 16, 2005 Bear River North Regional Council meeting.

Action: Roger Jones made the motion, John Hansen seconded, and the Council unanimously approved the meeting minutes.

3. Nominations for Chair and Vice-chair

Evan asked for nominations from the members for the office of Bear River North Regional Council Vice-chair and Chair.

Action: Susan Owens nominated Thom Smith for the office of Vice-chair to become effective July 1, 2005. Roger Jones seconded the nomination, and the Council unanimously approved the nomination.

Action: Roger Jones nominated Dawn Skorka for the office of Chair to become effective July 1, 2005. Lana Powell seconded the nomination, and the Council unanimously approved the nomination.

4. Committee Reports

Marketing and Training for Employers – Evan Maxfield

The Marketing and Training for Employers Committee met April 20, 2005 to further define the goals established at the Strategic Planning Session. Discussion was held concerning the Joint SHRM Summit. The suggested title for the October Summit is "Serve Employers First". The Summit will be held at the Bridgerland Applied Technology College.

Evan noted that the Job Fair that was to be held in Brigham City was cancelled due to lack of response, but the next Job Fair will be scheduled in Logan in September 2005.

A joint meeting between the Marketing and Training for Employers and The Training Job Seekers Committee has been scheduled for Wednesday, June 15, 2005 at 10:00 A.M. in the Brigham City Employment Center.

Action: Susan Owen made the motion to approve the report, Susan Thackeray seconded, and the Council unanimously approved the Committee report.

5. Regional Youth Council Report

Jim Hooker reported for Scott Williams, and stated that the Youth Council continues to work on the goals of Transition to Adult Living (TAL) initiative as well as coordination of community resources to help youth attain needed soft skills. He noted that Scott Williams provided a slide show presentation during the course of the meeting illustrating the various services and benefits provided by the 4-H Program.

During the Youth Council meeting, Brent Welsh provided an overview of the WIA Youth Leadership Project. DWS, the Hispanic Health coalition in Cache Valley, and the Bear River Health Department will sponsor a local community Health and Wellness Fair that has been scheduled for June 18, 2005. Youth will be invited to participate in a variety of aspects such as designing media pamphlets, calling local vendors and assisting in setting up and taking down the booths at the fair. This project helps to develop leadership skills. There are \$1000 WIA youth funds available for the leadership project. DWS would like to offer a \$50.00 incentive for completion of the Leadership Development Project, which would be included on the youth's employment plan.

Action: John Fronk made the motion to approve the report, Dawn Skorka seconded, and the Council unanimously approved the Youth Council report.

6. Council of Councils Report

Evan commented that the format for the State Council meeting held on March 10, 2005 was changed to accommodate the Strategic Planning Session for the State Plan. (The Strategic Plan is out for public comment and will be closed on May 16, 2005.) DWS staff provided historical information regarding the first 5-Year Plan and a brief update regarding the 1-Year Plan for the past year.

The DWS strategic plan and targeted industry/occupation focus, dove-tails with Governor Huntsman's four key objectives for the State of Utah:

- Economic Development
- Education
- Transportation
- Environment

The DWS five- year strategic plan states; With efficiency, effectiveness and humanity, the Department of Workforce Services will:

- Promote economic stability and self-sufficiency for all our customers
- Contribute to the development of a workforce that is prepared for the jobs of today and the future
- Provide a dynamic employment exchange system
- Support quality of work-life for all DWS employees

The day was spent working on the next 2-Year Plan. There were four break-out groups that worked on four separate topics.

- Distinctive Populations
 - Youth
 - Persons with disabilities
 - Migrant seasonable farm workers
 - Veterans
 - Hispanics
 - Older workers
 - Others
- Partners
 - Community Based Organizations
 - Faith Based Organizations

- State agencies
- Industry
- Veterans
- Education
- Others
- Supply
 - Job Seekers
 - Self-Employment
 - Workforce Preparation
 - Education
 - Outcomes and Results (common measures)
 - Others
- Demand
 - Worksite/Worksite learning
 - Economic Development
 - Employers
 - Job Development/Self-Employment
 - Workforce & Economic Information
 - Other

7. **Regional Director's Report**

Debbie Sparks, DWS Logan Area Manager, and Logan Council Member John Hansen, provided an update on the Logan Employment Center to be built by September 2006. John noted that Logan City and DWS have been negotiating for a piece of property for 1 ½ years, and the City has elected to sell DWS the Northwest corner of the County Government block.

8. **Other Business**

Roger Jones stated that he and Grant attended a meeting yesterday regarding homelessness. The new term being used is "chronic consumers of services". He noted that one strategy is to put those individuals to work on public or private non-profit entities to help to stabilize them. Debbie stated the concept is similar to WTE, which is DWS's program, Working Toward Employment. Customers can be placed at work sites where they will perform work for two weeks before they are paid a stipend. A single person can earn about \$300 per month. This amount is less than minimum wage. This program receives support from an employer base.

Thom reported that he and Jill Bingham provided the presentation on work/life skills to Rich High School's entire student body of 120 students. The senior class has concurrent enrollment with the colleges. Of the 27 high school seniors, 7 of them graduated with an Associates degree. USU will award them scholarships.

Thom noted that the Labor Commission is making OSHA requirements more difficult to maintain and suggested that is why so many companies are going "off shore" to reduce labor costs and avoid compliance issues. There is a need to become both employer and employee friendly.

Vern stated there are funds to help business and industry. He noted that typically in the Bear River region, the BATC begins each year slowly spending training funds, but the spending increases when the weather warms. This year it appeared that employers were waiting to see what occurred with the election. Companies still don't appear to be willing to train their staff and aren't spending as many dollars for training as they normally spend. Vern noted that companies are stating that they are struggling to find qualified people to work for them, but companies aren't as willing to train their employees except for those companies who need to meet OSHA requirements.

Thom stated that he needs 50 new employees by July. He thinks that there is a need to take care of the companies that currently exist, and that there isn't a need to create more companies in the area. There is a need for more trained employees who can work for existing companies.

John stated that he has posted two jobs with DWS and has not received any applicants. He noted that another factor impacting local businesses economically is the increased cost of providing health care benefits for employees. The increased costs are making it difficult for small companies to hire new employees. John has seen the costs increase from \$500 to \$3000 for health insurance.

Susan Owens stated that Pepperidge Farm has difficulties getting workers at their plant because people don't want to pay the high gas costs to drive all the way out there.

Vern reported that Dr. Maughan has been working with the State legislature and has purchased the West Campus (previously the Bourne' Building.) This is a good buy for the campus as the building will house the CDL program, apprentice programs, some custom fit programs and five academies will be using that facility.
An open house has been scheduled on May 16, 2005 12:00 Noon. The building is located at 14th North and 10th West in Logan.

ACTION ITEM: Roger Jones suggested that an agenda item be added to each Bear River North Regional Council's agenda, and that item to be added is a report each meeting from staff regarding an overview of a different DWS programs or service.

ACTION ITEM: Evan stated that he would draft a letter of appreciation from the Bear River North Regional Council to be sent to Harold Hess.

9. Public Comment

No general public representatives or non-members of the Regional Council attended the meeting.

10. Adjourn

The meeting was adjourned at 9:30 a.m.

DWS MISSION

*We provide employment and support services for our customers
to improve their economic opportunities.*

DWS VISION

We are preparing our customers to prosper now and as the workforce of the future.

Next Youth Council Meeting on June 8, 2005 @ 2:00 P.M.

***Next Joint Marketing and Training for Employers Committee and Training Job Seekers
Committee on June 15, 2005 @ 10:00 A.M.***